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The 39 research projects described cover several fields within the social and behavioral sciences related to personnel administration. The project description format includes: (1) project title, (2) principal investigator, (3) institution, (4) advisor, (5) grants, (6) background and purpose, (7) scope, material, methods, experimental design, (8) findings and conclusions, (9) reports, articles, and constructed instruments, (10) status, and (11) miscellaneous (part of another project, further research, etc.). Examples of titles are: (1) "Employee Selection and Change of Jobs" (2) "Application of the Critical-Incidents Method to Office Supervisors: A Training Analysis, and (3) "Measurement of Vocational Interests." (JK)

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THE SWEDISH COUNCIL FOR PERSONNEL ADMINISTRATION

RESEARCH PROJECTS 1968

VT008798

Work Science Research at the Swedish Council for Personnel Administration in 1968

This is a catalogue of research projects which were in progress as of 1968 at the PA-Council, an institution for work science research and consultation which has been active since 1952. Most of the projects undertaken during this period have been financed from a special scientific fund, which has received an annual grant of 250,000 kronor from the Swedish Employers' Confederation for awards to different researchers. The amount of grant was recently raised, and of the total 685,000 kronor is being drawn upon in 1968 to carry out projects and to administer research. As will be seen from the following project descriptions, a part of the research is also financed by grants given to the PA-Council or individual researchers from other funds or organizations.

Many of the completed projects have been published by the PA-Council in book form through its publishing section. The section also issues popularized versions and summaries of research findings and consultation experiences which are intended for a wider readership. Appended to this catalogue is a list of the PA-Council's publications from 1952 to 1968.

LIST OF CONTENTS:

No.	Title of project	Principal investigator
1	On-the-job accidents among twins	Axel Ahlmark
2	Survey of absenteeism in industry: a pilot study	Lars Anderson
3	Methods of measuring work adjustment	Gunilla Behrens
4	Association between physical exertion and mental performance functions	Gunnar Borg
5	Hiring and interviewing techniques for personnel officers	Stig Borg
6	Survey and examination of experiences gained from the recruitment and selection of salesmen	Stig Borg
7	Classification and codification of personal data	Kurt Bronner
8	Personality and work adjustment of outstanding suggestion makers	Göran Ekvall
9	Administration and organization of suggestion programs	Göran Ekvall, Rolf Olsson
10	Value judgments, demands and expectations of employees as a function of age	Jan Forslin
11	Work adjustment and technological environment	Bertil Gardell
12	Work adjustment of forest workers	Bertil Gardell
13	Personal consequences of plant shutdowns	Bertil Gardell, William Peterson
14	Work attitudes and personnel turnover	Bengt Gustavsson
15	Long-term changes in supervisory attitudes	Bengt Gustavsson
16	Work motivation in relation to different wage plans	Reine Hansson
17	Employee selection and change of jobs	Magnus Hedberg
18	Problems of communication in relation to changeovers to open offices	Åke Hjelm
19	Application of the critical-incidents method to office supervisors: a training analysis	Åke Hjelm
20	Attitudes of personnel to conventional as compared with open offices	Åke Hjelm
21	Open offices: an interdisciplinary study	Åke Hjelm

No.	Title of project	Principal investigator
22	Audit of open offices in selected companies	Åke Hjelm, Bo Wolgers
23	Attitudes of patients to personnel administrative measures in hospitals	Bernt Johnson, Gunilla Samuelsson, B. Trenck-Fredholm
24	Testing of Serial Mirror Technique and follow-up of sample of nurses	Jonas Kjellin
25	Expectations by self and others of roles among younger and older employees as well as supervisors at a number of companies	Sonja Larsson
26	Supervisors: individual, situation, behavior, effects	Lennart Lennerlöf
27	Physiological and psychological reactions, behavior and working performance of different groups in an experimental stress situation	Lennart Levi
28	Introduction to psychological dimension analysis. Component and factor analyses.	Bertil Mårdberg
29	Problems of classification in industrial psychology	Bertil Mårdberg
30	Clinical and actuarial methodology: a comparison between two psychological research methods	Lennart Pedersen
31	Measurement of vocational interests	William Peterson, Ingela Olsson
32	Corporate management and organizational theory	Eric Rhenman
33	Sociometric study	Harald Swedner, Lennart Rosenlund
34	The relative fibrogenetic tendency of different types of asbestos	Åke Swensson
35	Methods of estimating and accounting the costs of the personnel function	Axel Targama
36	Personality traits of "leaders"	Lennart Tuveson
37	Organization and efficiency of mechanical engineering studies at the Royal Institute of Technology	Kerstin Wiedling, Magnus Stiernborg
38	Problems of supervision in the housebuilding industry	Hans Wirdenius, Kjell Martvall, Anders Herbert
39	Attitudes to and experiences of open offices at three companies in comparison with a German sociological study.	Bo Wolgers

Title of project: On-the-job accidents among twins

Principal investigator: Axel Ahlmark

Institution:

Advisor:

Grants from:

Background and purpose	A population of about 16, 000 pairs of twins will be investigated to determine whether incidence of on-the-job accidents over a five-year period reveals discordance or concordance, with account taken of age, occupation, work tasks and other factors.
Scope, material, methods, experimental design, etc.	Questionnaires were sent to 10, 500 pairs of twins, and the responses run through on computor tapes. The coextensive run-through of data with data from a similar study pertaining to traffic accidents (by Professor L. Friberg) makes it possible to amplify the project with valuable occupational data, etc.
Findings, conclusions	The data processed to date indicates confirmation of the formulated hypothesis insofar as concordance obtains between identical twins as to incidence of on-the-job accidents. However, the observations will necessitate further studies which take primary account of vocational anamnesis, but also of sex and age. Further processing of data for this purpose is in progress.
Reports, articles, constructed instruments, etc.	
Status	
Miscellaneous Part of other project, further research, etc.	

Title of project: Survey of absenteeism in industry: a pilot study

Principal investigator: Lars Anderson

Institution: PA-Council

Advisor:

Grants from: The Swedish Employers' Confederation

Background and purpose	Prior to January 1, 1967, when the National Health Insurance scheme was revised to shorten the waiting period for benefits from three days to one, the Swedish Employers' Confederation appointed a working group to investigate changes in absence rates. This group commissioned the PA-Council to undertake a survey towards a statistical description of absenteeism in Swedish industry. The description is to break down absences by causes, background characteristics of the investigated groups, types of shift operation, working hours and other factors. For this purpose a technical system for the recording and processing of absence data is being developed, which in the future should serve to facilitate comparisons and decision-making within companies.
Scope, material, methods, experimental design, etc.	A tentative recording and processing system has been devised. It will be tested during September 1968 on about 500 persons in 10 companies. Information on its usefulness will be gathered by questionnaires, journal entries and other sources. The information will be drawn upon to prepare the recording system to be used in the main study, which is meant to give the desired survey of absenteeism.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	Completion of the pilot study is scheduled during 1968. The design of the main study will be dependent on the findings of the pilot study.
Miscellaneous Part of other project, further research, etc.	

Title of project: Methods of measuring work adjustment

Principal investigator: Gunilla Behrens

Institution: PA-Council

Advisor:

Grants from: PA-Council

Background and purpose	The project seeks to ascertain the usefulness of the critical-incidents method in studies of work adjustment. For this purpose work experiences collected with Herzberg's version of the method will be related to other measures of adjustment.
Scope, material, methods, experimental design, etc.	Data were collected as part of another research assignment. Some 80 nurses were interviewed about their work experiences and were also asked about different working conditions, with the responses evaluated along an attitude scale of the Likert type. Attitude indices were constructed for different attitudinal dimensions. Work experiences were classified according to positive or negative content, intensity, importance and duration. Hypothesized correlations between variations in character of experiences and variations in attitude scores were tested. The relationship between total information from the attitude measurement and narration of experiences has been investigated. The vocational activity and job placement of participants have been subjected to a limited follow-up study and measures of adjustment related to their actual behavior at the time of leaving employment.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	Completion of the project is scheduled during the summer of 1968.
Miscellaneous Part of other project, further research, etc.	An earlier methodological study was presented as a paper to satisfy the requirements of a first degree in psychology at Göteborg University: G. Behrens, "Construction of an instrument to measure the attitudes of a specific group of nurses", autumn 1965 (in Swedish).

Title of project: Association between physical exertion and mental performance functions

Principal investigator: Gunnar Borg

Institution:

Advisor:

Grants from: PA-Council

Background and purpose	The object is to shed experimental light on changes of certain performance functions in connection with physical exertions of varying intensity.
Scope, material, methods, experimental design, etc.	The degree of exertion is varied by operation of a bicycle ergometer. Mental performance functions under study include reaction time, hand steadiness, two-hand coordination and finger dexterity in accordance with the Crawford Test.
Findings, conclusions	The experiments have been concluded. Their results seem to indicate clear distinctions between these different mental performance functions, so that some do not appear to be especially influenced by physical exertion, whereas others are: reaction time improves somewhat while hand steadiness clearly deteriorates.
Reports, articles, constructed instruments, etc.	Certain supplementary investigations are under way and the analysis of data is continuing.
Status	
Miscellaneous Part of other project, further research, etc.	

Title of project: Hiring and interviewing techniques for personnel officers

Principal investigator: Stig Borg

Institution: PA-Council

Advisor:

Grants from: PA-Council

Background and purpose	The object is to prepare a manual of different hiring techniques. Many companies employ special staff to deal with hiring matters. The persons who fill these positions tend to have widely varying backgrounds of education and previous experience, and often lack special training for their duties. For this reason the PA-Council runs courses on hiring and interviewing techniques for this category of personnel officers. It has been deemed desirable to arrange this training with reference to a manual designed to disseminate knowledge of practical techniques in the hiring procedure.
Scope, material, methods, experimental design, etc.	A preliminary body of data has been built up in connection with PA-Council courses on hiring and interviewing techniques. The data will be augmented by the analysis of responses to a questionnaire which has been submitted to course participants.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	A review of the literature is contained in an interim report entitled "Research on interviews as a selection instrument", by Hunter Mabon. Mimeo, PA-Council, 1968 (in Swedish).
Status	
Miscellaneous Part of other project, further research, etc.	

Title of project: Survey and examination of experiences gained from the recruitment and selection of salesmen

Principal investigator: Stig Borg

Institution: PA-Council

Advisor:

Grants from: PA-Council

Background and purpose	The project will embrace a survey of the literature and a conspectus.
Scope, material, methods, experimental design, etc.	Examination of the literature has been completed. Work is now progressing towards a recapitulation of the material.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	
Miscellaneous Part of other project, further research, etc.	

Title of project: Classification and codification of personal data

Principal investigator: Kurt Bronner

Institution: PA-Council

Advisor:

Grants from: PA-Council

Background and purpose	The object is to create a classification system and standards specification which will permit the systematic use of personal data.
Scope, material, methods, experimental design, etc.	The studied population numbers about 10,000 manual workers and salaried employees who have left the service of their employers over an eight-year period. Data have been collected pertaining to aptitude tests, nature of work, merit rating, absences, illness, etc. Other material includes terminal interviews and information giving reasons for termination of employment. A data processing program has been prepared, amounts of wages and salaries have been converted to take account of index changes, etc. Correlations remain to be computed for the following: association and agreement between intellectual level and job requirements; covariance of job evaluation factors with length of service and ability; association between ability and job placement; association between job requirements and absences; association between tests, job requirements and merit ratings; associations between job evaluation factors and accidents.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	An interim report has been published under the title "Study of factors which affect length of service" (mimeo, PA-Council, 1967, in Swedish). In addition to giving correlations between length of service and test scores, it contains information on geographic origins and destinations, other previous employment, marital status, family maintenance obligations and terminal pay. The findings are based on 38 variables for 9,372 persons.
Status	Completion of the project is expected in the autumn of 1968.
Miscellaneous Part of other project, further research, etc.	

Title of project: Personality and work adjustment of outstanding suggestion makers

Principal investigator: Göran Ekvall

Institution: PA-Council

Advisor:

Grants from: PA-Council

Background and purpose	This project continues and supplements earlier studies dealing with the personality and work adjustment of contributors to industry suggestion programs. The focus of investigation here will be confined to "major" suggestion makers, i.e. workers who have submitted ideas of great value. For every such person a control will be selected having comparable age, length of service, occupation, etc.
Scope, material, methods, experimental design, etc.	The scope of the project is not yet fixed. Arrangements with suggestion makers cannot be made until returns come in of a sociological questionnaire now being circulated to metalworking plants. Provision has been made to include several new instruments which were not available in earlier research. One set of instruments comprises several American mechanical aptitude tests of creative type, for which the PA-Council is preparing Swedish versions. Another set takes in several of the instruments developed by Lennart Lennerlöf for his leadership research: a test to measure personality traits of a motivational nature, and an attitude questionnaire to measure attitudes of workers to different aspects of their jobs and working environment. Also included is an interest-measuring instrument developed by Göran Ekvall for application to industrial workers.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	Earlier projects have been presented in two books: G. Ekvall, "Industrial suggestion schemes. Studies concerning their psychological background" (in English), PA-Council, 1966, and G. Ekvall, "Attitudes to suggestion activity in a metalworking plant", PA-Council, 1966 (in Swedish).
Status	Completion of the project is expected in the spring of 1969.
Miscellaneous Part of other project, further research, etc.	

Title of project: Administration and organization of suggestion programs

Principal investigator: Göran Ekvall, Rolf Olsson

Institution: PA-Council

Advisor:

Grants from: PA-Council

Background and purpose	The organization and administration of suggestion programs serve as a framework for investigating which factors influence suggestion activity in a favorable or unfavorable direction. This is done by comparing administrative methods with the organizational formulation of details applied by companies having high and low suggestion activity, respectively.
Scope, material, methods, experimental design, etc.	A concise questionnaire has been sent out to all Swedish metal-working plants which employ 50 or more manual workers concerning the scope of their suggestion programs, together with the system of rewards for acceptable ideas and other administrative principles. On the basis of responses to the questionnaire, 30 plants will then be selected for further study by means of interviews.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	The project is scheduled for completion in December 1968.
Miscellaneous Part of other project, further research, etc.	The sociological study to be carried out at the selected plants will be paralleled by a psychological study concerned with the personality and work adjustment of outstanding suggestion makers.

Title of project: Value judgments, demands and expectations of employees as a function of age

Principal investigator: Jan Forslin

Institution: School of Psychology at Stockholm University and PA-Council

Advisor: David Magnusson, Magnus Hedberg

Grants from: Tri-Centennial Fund of the Bank of Sweden

Background and purpose	The project has its background in the high rate of labor mobility observed for young people. It aims to offer a psychological explanation of the varying mobility which holds for different age groups. A number of central job-situation and employment-related factors will be measured along various psychological dimensions and comparisons made between employees of different ages for this purpose.
Scope, material, methods, experimental design, etc.	The psychological dimensions used in the project are value judgments, levels of pretension and tolerance, expectations, and perceptions of alternatives. These dimensions are measured by ratings along categori scales. Data are collected by taking cross-sections of ages in one or more companies, perhaps supplemented with comparable information on vocational school trainees and pupils in senior classes. The population will be initially restricted to persons employed under collective agreements and the like. Individual analysis wi ll be made of relations between the psychological dimensions and by age group for the value of different factors along the dimensions. The first type of analysis is envisioned as being of chiefly theoretical value, while the second type is meant to be of more immediate practical value.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	A number of pilot studies have been carried out to date. These are reported separately as graduate papers.
Status	Completion of the project is scheduled for June 30, 1969.
Miscellaneous Part of other project, further research, etc.	This project forms part of a larger project, "Employee selection and change of jobs", with Magnus Hedberg as the principal investigator.

Title of project: Work adjustment and technological environment

Principal investigator: Bertil Gardell

Institution: PA-Council

Advisor:

Grants from: Tri-Centennial Fund of the Bank of Sweden and PA-Council

Background and purpose	The project aims to increase knowledge of the importance which job content and organization has for absences, work motivation, job satisfaction and mental health. Scientific publications which relate to the project's theoretical background are: Dahlström, Gardell et al, "Technical change and work adjustment", Prisma, Stockholm, 1966, Chaps. 1 and 4; Gardell, "Work adjustment and job satisfaction. Viewpoints on different theoretical approaches", Sociologisk forskning 1, 1965; Gardell, "Dissatisfaction and satisfaction factors on the job", Sociologisk forskning 1, 1967 (all in Swedish).
Scope, material, methods, experimental design, etc.	On-site studies were carried out at two pulp and paper mills and two metalworking plants. Two main classes of data have been collected: psychological scales designed to measure job satisfaction, alienation and mental health, as well as records on individual absences; and particulars on job content and degree of mechanization as bases for a job classification system. Manual worker jobs are grouped with reference to characteristics which may be relevant for the individual's self-image and psychological attitude to work (such as level of skill, earnings, variation in tasks, participation in the decision process, etc.). These characteristics are related to data on job satisfaction, alienation, mental health and absences.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	The study at the pulp and paper mills is reported in Gardell and Baneryd, "Opinions on jobs and companies. Report on research in the pulp and paper industry", mimeo, PA-Council, 1967. The construction of instruments to measure mental health is described in Gardell and Westlander, "On industrial work and mental health", mimeo, PA-Council, 1968 (scheduled for publication in book form by the PA-Council in the autumn of 1968). (Both in Swedish.) Data from the study of the metalworking plants are currently being processed. Among the other instruments that have been constructed are a form for expert ratings of technological work aspects having psychological relevance, and a questionnaire to measure attitudes to different aspects of work and working conditions.
Status	Completion of the project is scheduled on or about January 1, 1970
Miscellaneous Part of other project, further research, etc.	A similar study, dealing with unpromoted salaried employees, appears as Chap. 3 in "Samarbete and arbete", published by the Folksam Insurance Group. A special study of differences by sex will be published by the PA-Council in the autumn of 1968: Gardell, Baneryd, Lundqvist and Gombrii, "Perceptions of work and sexual roles". Another subproject concerned with forest workers is in progress. (Both in Swedish.)

Title of project: Work adjustment of forest workers

Principal investigator: Bertil Gardell

Institution: PA-Council

Advisor:

Grants from: The National Institute of Occupational Health

Background and purpose	The object is to study experiences of different kinds of woods work and the psychological import of mechanization. This project forms part of a current research project on the work adjustment of different forest workers which is jointly carried out by the National Institute of Occupational Health and the PA-Council.
Scope, material, methods, experimental design, etc.	Questionnaires were filled in by 370 forest workers from Västernorrland County with particulars on job satisfaction, work motivation and mental health. In addition, 80 other persons were selected for personal interviews. The research instruments were devised with reference to psychological and organization-theory models, and have been previously used in studies of industrial workers. A preliminary research report has been prepared.
Findings, conclusions	Certain differences of work experience could be observed as between the two main vocational groups under study: loggers and tractor drivers. The latter show higher psychological work motivation and less physical strain. Rationalization and mechanization of forest work have altered work experiences in the form of lowered self-control and reduced freedom, especially for operators of delimbing and barking machines. Correlations were found between work adjustment, mental health and willingness to leave the occupation. Comparisons with factory workers showed that forest workers do not differ from them as regards general job satisfaction. On the other hand, the forest workers show higher psychological work motivation.
Reports, articles, constructed instruments, etc.	T. Ramström and P.G. Strömmer have published an interim report entitled "Structure and activities of the forest labor force", PA-Council, 1968 (in Swedish). A summary of the findings was published in June, 1968.
Status	
Miscellaneous Part of other project, further research, etc.	Forms part of a larger sociological project dealing with work organization, alienation and mental health.

Title of project: Personal consequences of plant shutdowns

Principal investigator: Bertil Gardell, William Peterson

Institution: PA-Council and Department of Sociology at Göteborg University

Advisor:

Grants from: Labor Market Board

Background and purpose	The object is to describe how different groups of employees adapt themselves to the labor market after a plant shutdown and, by information about the course of the adjustment process for the manpower concerned, to work for more effective government measures to find new and adequate employment for the displaced workers. The project includes aspects bearing upon psychology, sociology, medicine and commercial geography.
Scope, material, methods, experimental design, etc.	The study population consists of about 800 manual workers and 100 salaried employees at three ironworks and two sawmills who received prior notification of shutdowns. These displaced employees are being followed up for a three-year period by means of interviews, questionnaires, medical examinations, etc. The project proposes to illuminate, first, readjustment in terms of finances, alienation, social integration, anomie, mental health and medical status; and second, selection in placement on the labor market with reference to individual characteristics, vocational and social adjustment, and medical status.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	The project began in 1968 and is expected to run for eight years.
Miscellaneous Part of other project, further research, etc.	The medical portion of the project is in charge of Associate Professor Irma Åstrand, the National Institute of Occupational Health, and the geographic portion in charge of Professor Gunnar Arpi, Department of Ethnogeography, Uppsala University.

Title of project: Work attitudes and personnel turnover

Principal investigator: Bengt Gustavsson

Institution: The National Institute of Occupational Health

Advisor:

Grants from: PA-Council

Background and purpose	The object is to explore the feasibility of establishing certain psychological variables as predictors of separation behavior. In view of the effect on separations of such objective data as age and length of service, the project will investigate the association between work attitudes and personnel turnover in selected age and length-of-service categories.
Scope, material, methods, experimental design, etc.	The project consists of two studies, the one at a large-scale metalworking plant, where it was possible to build upon an earlier attitude study, the other relating to office personnel, for whom various correlations, for instance between short-time absence and turnover, are being computed. The metalworking study embraces about 250 manual workers, the office study about 850 women employees.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	The metalworking study has been completed and its findings reported in a licentiate thesis by Barbro Alm entitled "Work attitudes and personnel turnover", 1967 (in Swedish).
Status	
Miscellaneous Part of other project, further research, etc.	

Title of project: Long-term changes in supervisory attitudes

Principal investigator: Bengt Gustavsson

Institution: The National Institute of Occupational Health

Advisor:

Grants from: PA-Council

Background and purpose	The object is to study long-term changes in supervisory attitudes by following up a population of about 300 supervisors who were investigated in 1955-56. An English version of the results of that project appeared under the title "A study on supervisory training in the Swedish State Railways", contained in the OECD publication, "Evaluation of supervisory and management training methods", Paris, 1962, pages 110-117.
Scope, material, methods, experimental design, etc.	Data from personnel records (on training, transfers, promotions, separations, etc.) for the intervening period have been collected and certain analyses are in progress. The field study will then be planned in detail and carried out. Data collection relates to background variables (age, educational level, etc.), situational variables (position in the enterprise, etc.), attitude variables (perceptions of the supervisory situation), and ratings of supervisor proficiency.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	A comprehensive analysis of already collected data has been completed. Its findings are reported in a licentiate thesis published in the spring of 1967, "Attitudinal climate and changes in connection with training in personnel management", Sven Lindholm, mimeo, The Institute of Applied Psychology at the University of Stockholm. (In Swedish.)
Status	
Miscellaneous Part of other project, further research, etc.	

Title of project: Work motivation in relation to different wage plans

Principal investigator: Reine Hansson

Institution: Department of Applied Psychology at Stockholm University

Advisor:

Grants from: PA-Council

Background and purpose	The project seeks an answer to this question: What factors have bearing on an employee's motivation for his work and his willingness to coordinate his efforts with those of others so as to attain the objectives of increased productivity and job satisfaction? Terms of reference have been provided by a committee consisting of employer and employee representatives.
Scope, material, methods, experimental design, etc.	Two or three companies in the metalworking and construction industries will be singled out for on-site studies. A number of working situations will be selected in each company for further analysis. Different job data will be systematically described by means of interviews, direct observations, information from files, statistical records, etc., with particular reference to the importance of different conditions for productivity and job satisfaction. The conditions to be subjected to more detailed study are work tasks, work organization, supervision, the role of trade unions, and wage plans. Project work to date has consisted of reviewing earlier related research and the framing of questions in more precise form. Collection of data is in progress.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	Interim reports will be presented in the autumn of 1968.
Status	Completion of the project is expected in 1969.
Miscellaneous Part of other project, further research, etc.	

Title of project: Employee selection and change of jobs

Principal investigator: Magnus Hedberg

Institution: PA-Council

Advisor:

Grants from: Tri-Centennial Fund of the Bank of Sweden and PA-Council

Background and purpose	The object is to study factors which influence individuals in their selection and change of jobs, with particular reference to variations attendant upon aging and increased length of service. The project will aim here at a description of expectations, value judgments and perceptions of alternative jobs, as well as of self-conceptions by employees of varying ages and by superiors.
Scope, material, methods, experimental design, etc.	Several secondary analyses of earlier attitude researches have been carried out to study the variation of job attitudes with age and length of service. In addition, a number of pilot studies have been made to investigate the life goals, vocational goals and job goals of employees, for which purpose category ratings have been used. Attempts have been made to describe employee self-images by means of Guttman scales. Pilot studies have also been made to investigate the interaction of attitudes, value judgments and expectations. Data are being collected in collaboration with allied projects currently under way at a number of institutions; for instance, the records of employment exchanges, manufacturing companies and vocational schools are drawn on to clarify the motivations and attitudes of young persons to job changes. Parts of the project will be reported on in graduate papers.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	The following reports and monographs have been completed (all in Swedish): "Memorandum on the investigation of attitudes among forest workers", by J. Forslin (mimeo, PA-Council); "Work adjustment of young people. Agreement between expectations and experiences of jobs", by A. Twete (mimeo, Sköndalsinstitutet, 1968); "Explorative study of job seekers at the employment exchange in Stockholm", by H. Magnusson (School of Social Work and Public Administration); "The correlation of selected variables with choice of curriculum by upper secondary school pupils", by K. Andersson (mimeo, PA-Council, 1967); "Work motivation of low-trained manpower", by I. Jansson (mimeo, School of Education at Stockholm University, 1967); "Labor mobility", by J. - E. Österlund (mimeo, Institute of Business Studies at the University of Uppsala); "Attitudes to work among upper secondary school students", by K. Tallroth (mimeo, PA-Council).
Status	The project is scheduled for completion on June 30, 1969.
Miscellaneous Part of other project, further research, etc.	Two major parts of this project are in charge of Jan Forslin and Sonja Larsson, See under these names.

Title of project: Problems of communication in relation to changeovers to open offices

Principal investigator: Åke Hjelm

Institution: PA-Council

Advisor:

Grants from: Various organizations and institutions

Background and purpose	As an increasing number of organizations change over from single-occupancy to open offices, with the restructuring of office work this has brought in its train, the attitudes of personnel to their new environment and working conditions correspondingly depends on the kind of information communicated by managements.
Scope, material, methods, experimental design, etc.	The internal communications requirement has been investigated by means of interviews with personnel of different levels employed at one company. The management of this company makes use of different channels to communicate information to different categories of personnel, all in accordance with predetermined policy. The effects of this communication have been studied by means of follow-up personal interviews held after different time intervals, a procedure that has also permitted the collection of data on the communication process. The findings have been used to formulate suggested directives for action to guide information flow in the future. Work is proceeding on the compilation of a research repor
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	The project has been completed and will be presented in a final report during the course of 1968.
Miscellaneous Part of other project, further research, etc.	Forms Part IV of a broader project on open offices.

Title of project: Application of the critical-incidents method to office supervisors: a training analysis

Principal investigator: Åke Hjelm

Institution: PA-Council

Advisor:

Grants from: PA-Council and SAAB

Background and purpose	The project has two aims: to yield serviceable results in the form of viewpoints on the training of office supervisors and on the specification of training content; and to test the reliability of the analytical method used.
Scope, material, methods, experimental design, etc.	The work completed to date includes a field investigation, processing of research data, and a first analysis of data. The findings have been drawn upon to prepare a tentative syllabus of course content for the training of office supervisors. In addition, the data collection procedure has been tested for statistical reliability, classifications subjected to controls, the weights and frequencies of behavioral categories rated, and checks between different subject groups carried out. The remainder of the project will be concerned with investigations of training content and the control of training results.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	An interim report has been published under the title "Training analysis of office supervisors at SAAB with application of the critical-incidents method" (in Swedish).
Status	Completion of the project is scheduled during 1968.
Miscellaneous Part of other project, further research, etc.	

Title of project: Attitudes of personnel to conventional as compared with open offices

Principal investigator: Åke Hjelm

Institution: PA-Council

Advisor:

Grants from:

Background and purpose	The project aims to determine the attitudes of personnel before, during and after removal to open offices as compared with attitudes to single-office occupancy. An analysis of cost reduction programs with reference to changeovers to open offices is being carried out coextensively with attitude studies and the collection of data on personnel turnover and absence rates.
Scope, material, methods, experimental design, etc.	Covered by the project are nine different companies and administrative agencies, with about 1,850 office employees comprising the total population under study. Personnel are interviewed for their attitudes in three stages: first, about two months before occupancy of an open office; second, from two to three months afterwards; and third, about one year afterwards. Questions are asked on the following topics: a) attitudes to different aspects of management policy; b) nature of work, duties, attitudes to work; c) internal communication; d) supervision; e) relations between superiors and subordinates; f) relations between workmates; g) physical working conditions; h) privacy, concentration; i) personal background data.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	The project is scheduled for completion not later than July 1, 1969.
Miscellaneous Part of other project, further research, etc.	Forms Part I of a broader project on open offices.

Title of project: Open offices: an interdisciplinary study

Principal investigator: Åke Hjelm

Institution: PA-Council

Advisor:

Grants from: The Centennial Fund of the Skandia Group

Background and purpose	The object is to compare the adjustment, efficiency and communications behavior of office employees working in different types of office settings from the psychological, medical and sociological points of view. Collaborating in the project are the medical and psychiatric clinics of the Caroline Institute.
Scope, material, methods, experimental design, etc.	Four work groups comprise the study population. Each group consists of 25 persons, 10 of whom are higher-grade staff who enjoy considerable freedom from supervision, while the other 15 perform routine tasks. The members of each group are matched with one another in respect of age, sex, job level, etc. One group moves from an open office to single-occupancy rooms, a second group moves in the opposite direction. Two control groups maintain their respective locations throughout, the one in an open office, the other in single-occupancy rooms. Each group is investigated on five measuring occasions over a period of about two months. The collection of data relates to psychological ratings, biochemical measurements, efficiency measurements, ratings by supervisors, attitude measurements and a personality test.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	All data are scheduled to be in hand by July 1968.
Miscellaneous Part of other project, further research, etc.	Forms Part VI of a broader project on open offices.

Title of project: Audit of open offices in selected companies

Principal investigator: Åke Hjelm, Bo Wolgers

Institution: PA-Council

Advisor:

Grants from: SIF, the Swedish Industrial Salaried Employees' Association

Background and purpose	The object is to survey the following conditions in Swedish companies with open offices (divided into four categories):
Scope, material, methods, experimental design, etc.	1) Description of the cost reductions effected by management as part of the changeover to open offices, of how the reasons for these measures were made known to the personnel, and of how the open office was planned. 2) Description of the functions and work groups who were shifted to open offices. 3) Description of various environmental factors in office layout, measurement of work areas and description of typical work stations. Testing of 20 principles for the planning of an open office. Objective measurement of noise level and light intensity. 4) Rates of absence and personnel turnover before and after changeover to open offices. 5) Attitudes of personnel to the new office layout and various environmental factors.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	Collection of data is taking place at some 25 companies and is expected to continue throughout 1968.
Miscellaneous Part of other project, further research, etc.	Forms Part V of broader project on open offices.

Title of project: Attitudes of patients to personnel administrative measures in hospitals

Principal investigator: Bernt Johnson, Gunilla Samuelsson, Birgitta Trenck-Fredholm

Institution: School of Education at Göteborg University

Advisor: Sigvard Rubenowitz

Grants from: PA-Council

Background and purpose	The object is to measure the effect of changes of a personnel administrative character on the attitudes of patients and staff to medical care. The effect is measured as the difference of attitudes before and after the measures are instated. Attitude effect will also be put in relation to the effect as seen from the organizational and financial aspects.
Scope, material, methods, experimental design, etc.	The first stage of the project has been concluded and information gathered from about 500 of the persons concerned at a hospital, including patients, nursing staff and physicians. The measuring instrument consists of questions on a Likert scale about different sectors of medical care. Factor analysis of attitude items has been carried out, average time spent per task and patient at different departments has been computed, and personnel procedures in connection therewith have been charted. Recommendations for personnel administrative changes are in preparation, constituting the second stage of the project.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	After various personnel administrative changes have been made, the autumn of 1968 and spring of 1969 will be given over to new attitude measurements to gauge the effect of these changes. Attempts will also be made to measure the effect of changes more absolutely in the form of speedier communication of information, treatment, etc.
Miscellaneous Part of other project, further research, etc.	

Title of project: Testing of Serial Mirror Technique and follow-up of sample of nurses

Principal investigator: Jonas Kjellin

Institution: Department of Psychology at Lund University and PA-Council

Advisor:

Grants from: PA-Council

Background and purpose	The project has two main objectives: 1) to test the Serial Mirror Technique, a method of personality diagnosis devised by Lars Bengtsson and Jonas Kjellin. Correlations will be sought with other serial techniques, as well as with testing, interviewing and criterion data from the application of selection procedure to a sampled group of trainee nurses. 2) to follow up the PA-Council's selection procedure of this group with emphasis on the withdrawal of relevant criterion data from theoretical training and the subsequent practical training.
Scope, material, methods, experimental design, etc.	The subject group consists of 37 trainee nurses who underwent selection testing in the autumn of 1966. The following serial techniques were used for this purpose: Serial Mirror Test, Defence Mechanism Test, Colour Word Test, and Mother-and-Son Test. Criterion data have been collected as follows: course grades, advisor ratings, self-conceptions (by means of interviews) and sociometric data.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	Completion of the project is expected in February 1969.
Miscellaneous Part of other project, further research, etc.	

Title of project: Expectations by self and others of roles among younger and older employees as well as supervisors at a number of companies

Principal investigator: Sonja Larsson

Institution: Department of Sociology at Lund University and PA-Council

Advisor: Professor Gösta Carlsson

Grants from: Tri-Centennial Fund of the Bank of Sweden

Background and purpose	The project has its background in the high labor mobility observed among young people around the age of 20. Its purpose is to illuminate their job situations by studying the role expectations they put in themselves and others, and vice versa.
Scope, material, methods, experimental design, etc.	Data are coming from group questionnaires circulated to younger and older employees as well as to supervisors at different companies (principally manufacturing enterprises). The scales included in the questionnaires are intended to measure normative and anticipative expectations of the respective roles. After factor analysis of the scales and index computations, comparisons will be made of how a certain role (e.g. that of the young employee) is comprehended by the different groups both as regards the normative and anticipative aspects.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	Publication of a report is planned for June 1969.
Miscellaneous Part of other project, further research, etc.	Forms part of a larger project entitled "Employee selection and change of jobs" (see Magnus Hedberg).

Title of project: Supervisors: individual, situation, behavior, effects

Principal investigator: Lennart Lennerlöf

Institution: PA-Council

Advisor:

Grants from: PA-Council

Background and purpose	The object is to isolate essential dimensions of supervisory situations, behavior and effects, to study the relations between these different dimensional types as well as between these and attitudinal and motivational factors among supervisors.
Scope, material, methods, experimental design, etc.	A number of instruments and data collection methods have been compiled and/or newly constructed and pretested on groups of supervisors and candidates for supervisory positions. The subsequent main study has been based on data pertaining to a total of 120 supervisory departments at two companies. In addition to studies of single instruments and methods, the data analyses seek to ascertain essential components of personal qualifications, the work situation, supervisory behavior and supervision effects, and also to explore the feasibility of relating these different types of variables to one another. The analyses have been completed and the manuscript of a final report is in preparation.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	The following interim reports have been published by the PA-Council: two books giving results from the instrument analyses, "Dimensions of supervision" (1966) and "ITAT. Studies performed with a version of TAT intended for use in industrial psychology" (1967), and studies of supervision effects in "Supervisory Criteria" (1966). (All in English.)
Status	Publication of the final report is expected in the autumn of 1968.
Miscellaneous Part of other project, further research, etc.	

Title of project: Physiological and psychological reactions, behavior and working performance of different groups in an experimental stress situation

Principal investigator: Lennart Levi

Institution: Caroline Institute

Advisor:

Grants from:

Background and purpose	The practical aim of the project is to construct a stress tolerance test that could be used for personnel selection, vocational guidance, transfers of manpower and other purposes. A study of the physiological and psychological reactions, behavior and working performance of individuals in a relatively brief but massive stress situation, of a kind common in working life, should lend itself to predicting individual durability and adaptability to jobs and tasks which impose strains of different kinds.
Scope, material, methods, experimental design, etc.	Working under rigidly standardized experimental conditions, different groups of subjects will be required to perform a monotonous but attention-demanding task (reading proofs and sorting out ball bearings) under disturbing outer circumstances (noise, glaring and shifting illumination, hurry, critical observation). Their performances, performance changes during the course of work, behavior and certain physiological variables will be recorded and the resulting values related to the values obtained during a control period before and after the experiment. Tests were administered to 40 soldiers in one series of studies and to 40 office employees of both sexes in another. Both groups contained subgroups of equal size who were rated as mentally stable and unstable, respectively. A third series of studies related to 33 patients suffering from mild cardiovascular ailments. The experimental types of mental stresses imposed have ranged from severe to light. Attempts have been initiated to moderate or prevent by medication some of the organic reactions induced by the experiments.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	Analyses of collected data are proceeding.
Miscellaneous Part of other project, further research, etc.	

Title of project: Introduction to psychological dimension analysis. Component and factor analyses.

Principal investigator: Bertil Mårdberg

Institution: PA-Council

Advisor:

Grants from: PA-Council

Background and purpose	The object is to put together a compendium that can help the individual psychologist to select, in consultation with data processing expertise, the one processing method among many alternatives which will give optimal information in the particular case. The compendium will contain an introduction to component analysis and different models of factor analysis, and a description of various computor programs, each taken from separate theoretical models with the help of applications of concrete materials from applied psychology. The compendium should also be usable as a textbook for studies in the behavioral sciences.
Scope, material, methods, experimental design, etc.	
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	Publication of the book by the PA-Council is expected during the autumn of 1968.
Miscellaneous Part of other project, further research, etc.	

Title of project: Problems of classification in industrial psychology

Principal investigator: Bertil Mårdberg

Institution: PA-Council

Advisor:

Grants from: PA-Council

Background and purpose	The object is to realize a model for the selection and classification of two different job groups. Work will proceed in four stages: 1) development of a latent profile analysis; 2) construction of a model for analyses of jobs, working environments, individual forecasts and control of effects; 3) formulation of a theory for on-the-job behavior of individuals; and 4) applications.
Scope, material, methods, experimental design, etc.	The two job groups covered by this project are: EDP personnel, especially programmers and systems men; and certain occupational categories in steel mills. Every application of the model will contain the following elements: job analysis, classification of jobs, construction of instruments, and control of effects. The work completed to date under item 1 above is a tentative computer program. Items 2 and 3 have been dealt with by a review of the literature, discussions of various models, and the formulation of more definite models. Plans have been drafted for application studies.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	The first three stages of the project are scheduled for completion in 1969 and the application stage in 1972 or thereabouts.
Miscellaneous Part of other project, further research, etc.	This project is based on the findings of a project published in 1966 by the PA-Council under the title "Some multivariate statistical methods with applications to industrial psychology", by Bertil Mårdberg (in Swedish).

Title of project: Clinical and actuarial methodology: a comparison between two psychological research methods

Principal investigator: Lennart Pedersen

Institution: PA-Council

Advisor:

Grants from: PA-Council

Background and purpose	The project originally sought to study the influence of non-ability factors (ambition, etc.) for intellectual performance to provide a broader basis for the interpretation of test scores and ratings of functional ability level in connection with vocational guidance and personnel selection. Most of the work to date has concentrated on methodological terms of reference, these being initially envisioned as groundwork for the main study. But owing to its scope and its significance for theory formation, the methodological study has evolved into a main project in its own right.
Scope, material, methods, experimental design, etc.	A field study was carried out to compare two different methods of integrating psychological data. Work on the main task of the project, the analysis and discussion of psychological research and selection methodology, has progressed to the point where a manuscript report has been drafted.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	The remaining part of the project is scheduled for completion during the course of 1968.
Miscellaneous Part of other project, further research, etc.	

Title of project: Measurement of vocational interests

Principal investigator: William Peterson, Ingela Olsson

Institution: PA-Council

Advisor:

Grants from: PA-Council

Background and purpose	The object is to construct and analyze instruments for the measurement of an individual´s attitudes to vocations, vocational activities and working practices for use in studies of personnel promotions and transfers. This project follows up on a similar construction of instruments which was made for upper secondary school pupils. The new instruments derive from three already constructed interest questionnaires and also draw on job analyses that were carried out in connection with a survey of promotionable occupations.
Scope, material, methods, experimental design, etc.	The instruments are being tested on about 300 candidates for promotion, after which the data will be processed to achieve measuring precision and accuracy for the instruments. The new versions of the instruments will be normalized by the administration of new tests on 500 candidates for promotion.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	Publication of a report is planned in October or November of 1968.
Miscellaneous Part of other project, further research, etc.	

Title of project: Corporate management and organizational theory

Principal investigator: Eric Rhenman

Institution: SIAR, the Swedish Institute for Administrative Research

Advisor:

Grants from: PA-Council and Tri-Centennial Fund of the Bank of Sweden

Background and purpose	Interviews will be conducted with business executives to find out what they perceive to be their most important problems of personnel administration. The project's terms of reference are based on several hypotheses formulated by March and Simon which pertain to the relationships between the setting and structure of the organization and its ability to introduce innovations in personnel administration.
Scope, material, methods, experimental design, etc.	A questionnaire has been designed for a series of interviews at 32 companies in southern Sweden. The data have been processed and a report has been prepared in draft form. The on-site investigations consisted of interviews with executives of these enterprises. Data from different companies were compared with the help of a correlation analysis.
Findings, conclusions	The preliminary findings pointed to close associations between market changes, reorganizations and peaks in number of innovations.
Reports, articles, constructed instruments, etc.	The above findings are reported in SIAR-S-9: "Personnel administrative innovations in Scanian companies - a study of organizational structure and rate of innovations" (in Swedish). Work is continuing with the benefit of grants from the Tri-Centennial Fund of the Bank of Sweden.
Status	
Miscellaneous Part of other project, further research, etc.	The project has focused on describing a company's personnel administration as a number of programmes and on studying changes in these programmes. The method of case histories is employed.

Title of project: Sociometric study

Principal investigator: Harald Swedner, Lennart Rosenlund

Institution: Department of Sociology at Lund University

Advisor:

Grants from: PA-Council

Background and purpose

This study forms part of a project which aims to develop the measurements of sociometric structures devised by Harald Swedner in collaboration with researchers at FOA, the Research Institute of the Swedish National Defence. The study provides for the following:

Scope, material, methods, experimental design, etc.

1. a) A comparison between the results of calculations of four proximity indices and four channel-number indices for sociometric structures.

   b) Analysis of the import of these proximity and channel-number indices as a preparation for further empirical studies.

2. a) Investigation of how the proximity index varies with varying position of contacts in a structure, with the numbers of individuals and contacts held constant.

   b) Investigation of how the proximity index varies with varying group size, with number of contacts per individual held constant.

3. Investigation of a number of given group structures with reference to transmission of a message under certain conditions governing the emission frequency of the "transmitting individual" and inclination to accept by group members.

Findings, conclusions

Reports, articles, constructed instruments, etc.

Certain findings have been presented in an FOA report by Harald Swedner and Rune Persson entitled "Researcher environment at FOA" (FOA Report C 8170-10), January 1967 (in Swedish).

Status

The project is scheduled for completion prior to December 31, 1968.

Miscellaneous Part of other project, further research, etc.

The present study is one of several sociometric studies which Harald Swedner and his associates have carried out at FOA and SAAB.

Title of project: The relative fibrogenetic tendency of different types of asbestos

Principal investigator: Åke Swensson

Institution: Caroline Institute

Advisor:

Grants from:

Background and purpose	The object is to determine which degree of exposure to asbestos dust induces silicosis. Determinations will be based on (1) experimental investigations of asbestos material at the Department of Occupational Medicine, Caroline Institute, and (2) field studies at a number of industries with histories of silicosis.
Scope, material, methods, experimental design, etc.	The experimental investigations completed to date suggest that the method devised to test relative fibrogenetic effect can also produce interesting results as regards the action of asbestos on the lungs. These experiments will therefore be continued. A draft manuscript has been prepared which deals with the first sections of the aforementioned experimental investigations.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	
Miscellaneous Part of other project, further research, etc.	

Title of project: Methods of estimating and accounting the costs of the personnel function

Principal investigator: Axel Targama

Institution: Göteborg School of Economics

Advisor: Sigvard Rubenowitz, Walter Goldberg

Grants from: PA-Council and the Employers' Association of the Swedish Petroleum Industry

Background and purpose	The project seeks to devise and test methods for estimating the overall costs of personnel administration and their allocation among different activities in selected companies. The costs of this function will be shown in two ways: first, in terms of aggregate values for companies, possibly put in relation to such variables as personnel turnover and work adjustment; and second, as breakdowns per individual at different levels. Both accountings are meant to serve as a basis for evaluating the rate of return on capital.
Scope, material, methods, experimental design, etc.	Three companies are covered by the project, with data collected from two main sources: responses to questionnaires from 450 salaried employees, and an in-depth study of 30 other salaried employees. Two questionnaires have been circulated to collect data on hours of work spent in personnel administration. The reliability of research instruments will be tested in a separate in-depth study. Data on direct outlays for personnel administration are taken from company accounts.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	Two interim reports have been published: "Costs of the personnel function - theoretical background and research design" (1966) and "Costs of the personnel function - a model for evaluating returns on investment" (1967), mimeos, Göteborg School of Economics. (Both in Swedish.)
Status	Completion of the project is expected in August 1968.
Miscellaneous Part of other project, further research, etc.	

Title of project: Personality traits of "leaders"

Principal investigator: Lennart Tuveson

Institution:

Advisor:

Grants from: PA-Council

Background and purpose	The objects are (1) to find out which individuals at a military training establishment possess good leadership qualities, and (2) to identify the special features of their personality structure which distinguishes them from individuals less favorably endowed in this respect.
Scope, material, methods, experimental design, etc.	A number of psychological studies carried out in 1956-1958 resulted in a body of test data which is currently being analyzed. The findings will also be examined for relevance to the selection and training of supervisors in industry.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	
Miscellaneous Part of other project, further research, etc.	

Title of project: Organization and efficiency of mechanical engineering studies at the Royal Institute of Technology

Principal investigator: Kerstin Wiedling, Magnus Stiernborg

Institution: PA-Council

Advisor:

Grants from: The Office of the Chancellor of the Swedish Universities

Background and purpose	The project aims at a description of present conditions of study in the ME Section. It may be regarded as a preliminary to a broader study whose object would be to improve the efficiency of ME courses.
Scope, material, methods, experimental design, etc.	Two studies, one for teachers and one for students, have been completed. The former, making use of interviews and questionnaires, embraces all teachers within and outside the Section who instruct ME students. The student study drew on questionnaires and covers all undergraduates in the ME Section. The data collected pertain to aspects of current instruction (number of weekly classroom hours, types of instruction, etc.), attitudes to different types of instruction, opinions on course literature, viewpoints on the scope of different subjects, etc. A report on the project is in preparation. Proposals for further study have been made in two forms: time distributions reported by students, and an analysis of goals.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	Completion during the summer of 1968.
Miscellaneous Part of other project, further research, etc.	

Title of project: Problems of supervision in the housebuilding industry

Principal investigator: Hans Wirdenius, Kjell Martvall and Anders Herbert

Institution: PA-Council

Advisor:

Grants from: The National Council for Building Research

Background and purpose	The objects are to study disrupted production flows as experienced by site supervisors, to construct models which describe these disruptions, and to apply different theoretical systems towards measures by supervisors to compensate for the disruptions.
Scope, material, methods, experimental design, etc.	The project commenced in 1964. A number of pilot studies have been carried out for the purpose of testing methodology, techniques of data collection, etc. The main study embraces 400 interviews with and observations of supervisors and their alternates at six construction sites in the Stockholm area. Each subject was interviewed between 40 and 60 times. Collection of data was completed in 1967 and they are now being processed.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	
Status	Completion of the project is expected during the course of 1968.
Miscellaneous Part of other project, further research, etc.	Plans are in hand to conduct further investigations, first of construction projects whose organization deviates from those already studied (industrialized construction), and second of projects in other parts of Sweden.

Title of project: Attitudes to and experiences of open offices at three companies in comparison with a German sociological study

Principal investigator: Bo Wolgers

Institution: PA-Council

Advisor:

Grants from:

Background and purpose	The purpose is to reproduce at three Swedish companies the research design of a German study, "Arbeit im Bürogrossraum: Ergebnisse einer soziologischen Fallstudie" (Friedrich Weltz, Europäische Verlagsanstalt, Frankfurt am Main, 1966).
Scope, material, methods, experimental design, etc.	The investigations have been completed and the compilation of a research report is in progress.
Findings, conclusions	
Reports, articles, constructed instruments, etc.	A portion of the study went into a graduate paper on personnel administration to satisfy the requirements of a first degree at the Stockholm School of Economics: "A poll of opinions on and experiences of two open offices in Sweden". (In Swedish.)
Status	
Miscellaneous Part of other project, further research, etc.	Forms Part III of the PA-Council's research project on open offices.

PUBLICATIONS

The PA-Council's publications are distributed through their own publishing company and can be obtained in bookshops or directly from the PA-Council, Box 5157, 102 44 Stockholm 5, Sweden. They are divided into three series, monographs and dissertations, non-technical series and reports.

The PA-Council's monographs and dissertations are in the first instance intended for studies which have been carried out with the aid of research grants from the PA-Council. As is the case with the PA-Council's other activities, these papers cover several fields within the social and behavioral sciences including the traditional academic disciplines. A rough grouping of the publications in this series is given below (figures refer to chronological order):

Adjustment

10. ANPASSNING I ARBETET. The relationship of subjective and objective criteria of job adjustment, considered in sociological terms. By Agne Lundquist. 1957. 88 p. (Out of print) 6:-

18. SOCIOLOGISKA OCH PSYKOLOGISKA UNDERSÖKNINGAR RÖRANDE EFFEKTEN AV TEKNISKA FÖRÄNDRINGAR. A review of the literature concerned with sociological and psychological research into the impact of technological change. By Joachim Israel. 1958. 92 p. 8:-

25. AUTOMATIONEN OCH ARBETSKRAFTEN. Problems of personnel administration considered with reference to developments in automation. 1961. 99 p. A committee report. 10:-

31. HANDELSANSTÄLLDAS ARBETSANPASSNING. The job adjustment of employees in the distributive trades. A sociological study. By Bertil Gardell and Lori Lindahl. 1963. 139 p. + appendices. 10:-

53. 30 ÅR I ARBETET. Three steps towards retirement age: a medical, psychological and sociological study of middle-aged and older employees in industry. By Sven Forssman, Sten Granath, Jan Helander and Göran Olhagen. 1968. 190 p. 32:-

Industrial physiology and medicine

5. FYSISKA ARBETSKRAV INOM MASSAINDUSTRIN. A survey in terms of industrial physiology, carried out at Marma Långrörs AB, a firm in the pulp and paper industry. By Per-Olof Åstrand. 1957. 45 p. (Out of print) 5:-

6. HÄLSOTILLSTÅND OCH FYSISK ARBETSFÖRMÅGA. Health and working capacity among loggers and steelworkers, and how these factors correlate with back ailments. By Elof Edlund and Nils Lundgren. 1957. 80 p. English summary. 7:-

7. ONT I RYGGEN. Back ailments in light and heavy work. By Lennart Hult and Sven Forssman. 1962. 102 p. 8:-

8. HANTERING AV MASSABALAR. Physical demands, working methods and scheduling of work sequences in stevedoring. By Georg Johnsson, Nils Lundgren and Gösta Bystedt. 1957. 65 p. 7:-

15. FYSISKA ARBETSKRAV VID GASVERK. A physiological study of physical-exertion factors at a gas plant. By Torsten Olson and Nils Lundgren. 1958. 38 p. of text, 78 p. of appendices. 8:-

19. DISTRIBUTION AV MALT- OCH LÄSKEDRYCKER. Stress of work and work methods in the distribution of malt beverages and soft drinks. By N. Lundgren, S. Brunell, J.E. Hansson and A. Lindholm. 1958. 87 p. (Out of print) 15:-

21. FYSISKA ARBETSKRAV VID VÄG- OCH ANLÄGGNINGSARBETE. Physical demands imposed by roadbuilding and civil engineering projects. By Torsten Olson. 1959. 87 p. 15:-

32. ARBETSTYNGDSFÖRDELNING VID TRÄSLIPERIER. A treatise on industrial physiology, concerned with the distribution of workloads at pulp mills. By Ulf Åberg. 1963. 16 p. + appendices. 6:-

35. STUDIER AV FYSISK ARBETSBELASTNING VID GRUVARBETE. Studies of physical work loads in mining. By Nils Lundgren, Astrid Lindholm, Torsten Olson and Stig Rahm. 1964. c. 100 p. + separate supplement, c. 100 p. 25:-

36. HANDELSANSTÄLLDAS ARBETSANPASSNING FRÅN MEDICINSK SYNPUNKT. A medical approach to the job adjustment of employees in the distributive trades. By Bengt Törnqvist and Irma Åstrand. 1964. 16 p. + supplement, 22 p. 6:-

37. ARBETSTYNGD VID SLIPERSBYTE. Physical demands made by the replacement of sleepers or railroad ties. By Astrid Lindholm and Ulf Åberg. 1964. c. 35 p. 6:-

40. ARBETSFYSIOLOGISKA UNDERSÖKNINGAR VID HEJARSMEDJAN I KILSTAVERKEN, BOFORS. By Ulf Åberg. 1966. c. 120 p. 20:-

47. ILÄGGNING I HÄFTAPPARATER. An ergonomic study of newspaper stapling. By Jan-Erik Hansson. 1966. 36 p. English summary. 15:-

Industrial sociology

3. STABILITET OCH LABILITET I INDUSTRIELLT ARBETE. Stability and instability in industrial occupations. By Gudmund Smith. 1956. 38 p. (Out of print) 4:-

23. OLYCKSFALL, INDIVID, ARBETE OCH ARBETSMILJÖ. A research project on industrial safety carried out by the PA-Council's Accident Committee. By Allan Hagbergh. 1960. 96 p. (Out of print) 10:-

24. SELEKTIV RÖRLIGHET. Mobility tendencies and choice of occupation in relation to education, ability and social origin. Observations of a single age group over a period of time. By Ejnar Neymark. 1961. 526 p. (Doctoral dissertation) English summary. 40:-

30. ANSTÄLLDAS ATTITYD OCH BETEENDE VID OMLOKALISERING AV FÖRETAG. A case study of how employees react towards plant relocation. By Bertil Gardell. 1963. 139 p. + appendices. 10:-

33. ARBETSLEDARNAS REKRYTERING OCH UTBILDNING. A sample study of how supervisors are recruited and trained. 1963. c. 300 p. 50:-
Special supplement: A compilation of tables classified by industry. 1963. c. 300 p. (Out of print) 50:-

38. ELEKTROCIVILINGENJÖRERNAS ARBETSUPPGIFTER. An analysis of the duties performed by electrical engineers at the present time. By Sigvard Rubenowitz and S. H. Hilding. 1964. 27 p. 4:50

41. VÄXANDE STAD. A panel study and other sociological studies in Oxelösund 1957-1964. By Kerstin Wiedling. 1966. 360 p. (Doctoral Dissertation) English summary. 40:-

52. THE PROCESS OF LABOR TURNOVER. By Magnus Hedberg. 1967. 126 p. (Doctoral dissertation) 26:-

Communication

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